

# **Missouri Governor's Council on Disability**

## **Vision and Strategic and Operational Plan 2010-12**

Approved 9/24/2010

### **VISION**

The Missouri Governor's Council on Disability will be recognized, statewide as the primary organization providing leadership to improve the lives of Missouri citizens with disabilities.

**Goal I:** Advise all state agencies and advocate for policies and practices that impact Missouri citizens with disabilities.

**Strategy A: Develop relationships with elected officials.**

Activities	Measurement	Target End Date	Champion	Comments
1 Provide disability information and resources to their constituents as requester	#of contacts	ongoing	staff /council	
2 Coordinate annual legislative survey and send summarized report to elected officials and policy makers.	# receiving update	Sept.2010	staff	
3 Distribute a report of the survey outcomes to elected officials and department entities	# surveys received	Jan-11	Staff/Council	

**Strategy B: Collaborate with state entities regarding disability issues.**

Activities	Measurement	Target End Date	Champion	Comments
1 Update information on ADA coordinators/liaisons.	information provided	ongoing	state liasons and ED	
2 GCD's legislative update will be distributed as requestec	#s provided	weekly during session	staff/council.	
3 Partner with state entities on grants that impact people with disabilities' lives	#sof partnerships	ongoing	staff/council.	
4 State liasons will continue to be invited to the quarterly meetings	# of contacts with state entities	ongoing	staff	

**Goal II:** Encourage system changes and public policies that eliminate barriers to people with disabilities.

**Strategy A: Annually determine the Council's two to three top priorities for public policy and system change and promote a cohesive unified approach in addressing these priorities.**

Activities	Measurement	Target End Date	Champion
1 Complete an annual GCD "legislative survey" to determine priorities	surveys received	Sep-10	staff/council.
2 Conduct customer satisfaction survey on website	surveys received	As requested	staff
3 Document the types of "technical assistance" calls and highlight priorities	Inquiry log	Quarterly	staff

**Strategy B: Continue to promote awareness on disability issues.**

Activities	Measurement	Target End Date	Champion	Comments
1 Distribute the Inclusion Awards application to businesses, career centers, disability organizations, etc.	# of Inclusion Award nominations received	Ocotber- November 2010	staff/council	There has been a decrease # of nominations and the program committee has recommended to have one award with one honorable mention that consolidates all venues of inclusion.
2 Conduct presentations on disability topics to state entities and the public	# of people participating and information provided	As requested	staff	
3 Coordinate Poster and Journalism Contest		February	staff	Decrease of one staff and no funding ; program committee recommends suspension of the program for one year.

**Goal III: Expand opportunities and independence for people with disabilities in all aspects of their lives.****Strategy A: Promote alliance and supports to increase equal access**

	Activities	Measurement	Target End Date	Champion
1	Participate in coalition meetings in the area of employment, transportation and housing, etc.	# of meetings attended	ongoing	Ex. Director

**Strategy B: Promote active citizenship for people with disabilities**

	Activities	Measurement	Target End Date	Champion
1	Provide the legislation education project	# participants	January May 2011	staff/council
2	Provide weekly "Legislative Update"	# distributed	January May 2011	staff/council
3	Attended meetings that promote active citizenship for all people with disabilities:	# s attended	ongoing	staff/council
4	Collaborate with coalitions and other groups on disability related issues	#s of meetings attended	ongoing	staff/council

**Strategy C: Continue to support the business network to increase employment opportunities for people with disabilities.**

	Activities	Measurement	Target End Date	Champion
1	Continue to support the commitment of employers to be proactive in hiring people with disabilities	# of new & retained members	Nov-10	Executive Director
2	Conduct educational seminars on disability employment issues	# of participants and organizations /businesses	ongoing	Executive Director
3	Support expansion of state affiliates of BLN	#of employers	ongoing	Executive Director
4	Provide technical assistance to employers and employees as requested	# of inquiries	ongoing	Executive Director

**Strategy D: Support Youth Programming based on national initiatives**

	Activities	Measurement	Target End Date	Champion
1	Exchange recruitment & other strategies with other States' YLF coordinators	# youth in program/ # "selected"	ongoing	staff
2	Obtain collaboration and financial supports to sustain the MYLF	# of collaboration and funding sources	ongoing	staff
3	Develop annual recruitment plan to increase number of attendees:	Increase in attendees	ongoing	staff
4	Incorporate national speakers	Number of speakers	ongoing	staff
5	Increase disability mentoring activities for youth	#of activities	ongoing	staff

Obtain funds for MYLF to maintain its sustainability

**Strategy E: Encourage people with disabilities to participate in leadership positions.**

	Activities	Measurement	Target End Date	Champion
1	Annually coordinated the MYLF with collaborative partners	# of participants	ongoing	staff
2	Provide information about the "Partners in Policy Making" program	# enrolled	ongoing	staff
3	Actively obtain seats on boards, commissions and councils.	#s of boards, etc actively held by people with disabilities	ongoing	staff and council
4	Develop internships with state entities	#of internships ,actual employment	ongoing	Exec. Dir.
5	Actively develop opportunities to present at conferences	#s of presentations	ongoing	staff
6	Engage YLF alumni as leaders in their communities.	#s of presentations and follow up with alumni	ongoing	staff
7	Engage in outreach activities	#s of presentations , activites , etc.	ongoing	staff and council

**Strategy F: Provide supports to disaster preparedness program for persons with disabilities.**

	Activities	Measurement	Target End Date	Champion
1		program in place	ongoing	staff
2	Update emergency preparedness information on the website	#s of hits thru website or requests	ongoing	Staff
3	Actively participate in Missouri's ER preparedness task force	# of meetings attended	Quarterly	Staff and council

**Strategy G: Provide resources and technical assistance to help persons with disabilities live more inclusive and independent lives.**

	Activities	Measurement	Target End Date	Champion
1	Respond with accurate information and resources in a timely manne	# requests	ongoing	Staff
2	Distribute Service Animal pamphlet as requested electronically	#of requests	ongoing	staff
3	Conduct presentations related to disability topics	# provided	ongoing	Staff
4	Continue to print and distribute "Parking Tickets" as requestec	# provided	ongoing	staff
5	Host exhibit booths at area conferences.	# of exhibits & visitors	ongoing	Staff and Council Members
6	Provide guest speakers on " hot topics " related to disability issues to council members and state liaisons .	# of presentations/ # different groups presenting	ongoing	Staff and Council Members
7	Update community resources on web portal	# of requests and usage of website		

**Goal IV: Gather input from the public on disabilities related issues and report the results of this information.****Strategy A: Collect data on GCD activities to provide the Governor and state entities with a written report on key disability issues and solutions.**

	Activities	Measurement	Target End Date	Champion
1	Complete and distribute the annual report	# distributed	December 2010-11	staff
2	Complete the "Legislative Issues Report" - Determine key legislative issue for disability community.	legislative survey	October-November201-11	staff
3	Provide legislation updates on the final bills that were passed regarding disability issues.	bills that were sign in to law and have impact on PWD	1-Jun	staff

**Strategy B: Document outcomes of the Council activities for inclusion in the annual report.**

	Activities	Measurement	Target End Date	Champion
1	Track all inquiries.	Inquiry Log	ongoing	staff
2	Solicit feedback via website 's customer satisfaction survey and outreach to the community.	#s of hits and attendance of meetings	quarterly	staff
3	Measure impact of Missouri YLF.	Survey all participants	Fall and Spring 09-10	Staff
4	Measure impact of LEP.	Survey all participants	At end of each event	staff

**Goal V: Develop, explore and implement strategies to increase resources for and the operating efficiency of the Council.****Strategy A: Secure funding to expand existing programs.**

	Activities	Measurement	Target End Date	Champion	Comments
1	Continue funding partnership for MYLF activities.	Fully funded program	Annually	Staff	
2	Advocate for MYLF to become a line item in the budget	General revenue appropriated	January 11-12	executive director /council	Due to budget restraints this is an unlikely scenario
3	State enties provide monetary supports for MYLF	Grant obtained	January 09-10	Exec. Dir.	Many state entities are experiencing budget restraints
4	Explore funds for P& J contest	Funds received from banks	ongoing	staff/council	See Comments in Goal 2 Strategy B
5	Develop comprehensive approach to securing funds to support council activities	obtained monetary funds	ongoing	staff/council	

**Strategy B: Annually review the by-laws and strategic plan.**

	Activities	Measurement	Target End Date	Champion
1	Executive Committee and director annually review by-laws.	Meeting minutes	Fall 2011-12	executive director /council
2	Recommendations made to full Governors Council.	Meeting minutes	July 2008	GCD
3	Strategic plan document is updated every two years	Strategic Plan	Summer2012	executive director /council

**Strategy C: Council quarterly meetings are productive and maximize the talents of the Council members.**

	Activities	Measurement	Target End Date	Champion
1	Provide oreintation packets to new council members	Orientation packet & date	ongoing	staff
2	GCD meetings will stay abreast on current topics.	meetings minutes	ongoing	executive director/council
3	Council receives outcome-based staff reports regarding the strategic plan initiatives and activities one week prior to meetings.	Member reports	ongoing	Exec. Dir.
4	Meetings maximize Council members time & expertise	council members Questionnaire	Ongoing	executive director /chair
5	All Council members receive copy of the Sunshine Act upon appointment	Orientation packet	Yearly/ Quarterly	staff

**Strategy D: Promote the necessary personnel to achieve the activities of the Council.**

	Activities	Measurement	Target End Date	Champion
1	Review annual staffing levels and training to increase ability to achieve goals	Performance Review	Spring - Summer2011	executive director
2	Continue to colloborate or partner to maximize staffing resources.	#s of partnership or colloborations	ongoing	executive director /council
3	Annually review executive director performance.	Performance review	Spring - Summer 2011	Exec. Dir/Pers. Comm.